

# **THE NATIONAL GENDER-BASED VIOLENCE PLAN OF ACTION 2010-2013**



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## 1. Introduction

*Violence against women and girls is a global phenomenon. It happens every day, every hour, and every minute. It is an infringement of women's fundamental human rights. It not only affects women who are battered, raped or sexually abused, it affects all women. It has serious economic and non-economic costs for society.<sup>1</sup>*

Gender-based violence is violence that is directed mainly toward women because they are women or that affects women disproportionately. For the past several decades, women and women's organizations around the world have called for action to provide a better response to victims of gender-based violence and for changes in the societal conditions that provide a breeding ground for this violence. Belize has been no exception.

As in many other countries, Belize has taken some steps to address the issue of gender-based violence. These have included legislative reform, the establishment of two shelters for women, and the establishment of a Domestic Violence Unit in the Police Department, among others. Yet in Belize, as elsewhere, the impact of these changes has been limited.

The United Nations Secretary-General's In-depth Study on Violence Against Women found that...

*...states worldwide are failing to implement in full the international standards on violence against women. They are not challenging gender-based discrimination and are allowing crimes to be committed with impunity. Failing to hold perpetrators accountable not only encourages further abuses, but also gives the message that violence against women is acceptable or normal.<sup>2</sup>*

The study also points out a number of ways in which states have fallen short in their efforts, many of which are directly relevant to the situation in Belize. These include:

- Failure to implement laws effectively and gaps in the justice system that allow violence against women to persist.
- Insufficient support measures in place for women victims of violence. Support measures, including access to services such as shelters and legal, medical and psychological support, are often inadequate and lack consistent funding and monitoring.
- Lack of systematic and reliable data on violence against women and a lack of information to assess the measures taken to address violence against women and to evaluate their impact.
- Discriminatory traditions, customs and stereotypes keep women in subordinate positions and place them at the risk of violence. Awareness raising, education and training on violence against women remain inadequate.

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<sup>1</sup> Debra J. Lewis, *Walking in the Darkness, Walking in the Light: A National Assessment of Actions on Ending Violence Against Women*, Women's Department, Ministry of Human Development and Social Transformation (Belize) June 2009, p 2

<sup>2</sup> Study of the Secretary-General Fact Sheet, *Violence Against Women: Unmet Needs, Broken Promises* United Nations (New York) 2006

Recognizing that these issues continue to limit advances on gender-based violence in Belize, a National Gender-based Violence Plan of Action (2007-2009) was developed to guide work in this area. Although the plan had limitations, the recognition of the need for more coordinated efforts was significant in the development of a more effective approach.

In 2009, the Women's Department, with the support of UNIFEM, undertook a project to strengthen the response to gender-based violence<sup>3</sup>. Among the activities included in the project were the assessment of the current situation as well as the development of a new Plan of Action for the next three-year period. This document sets forth this new Plan of Action.

Two documents supplied the primary input into this new plan. The *National Assessment of Actions on Ending Violence Against Women*<sup>4</sup>, sets out the Belize framework for actions on violence against women, including international commitments, national policies and plans, and laws and legislative reform. It reviews the situation of violence against women in Belize, including the response of both public sector systems and civil society organizations. The Assessment also gives a set of guiding principles for work in this area<sup>5</sup>, and sets forth 43 recommendations in the areas of Understanding Violence and Raising Awareness, Legislation, Confidentiality, Coordination of Systems Response, The Police, The Courts, The Health Care System, Social Services and Counseling, the Education System, The Women's Department, Work with Men, Civil Society and Ending Violence Against Women.

At the same time as the National Assessment was being carried out, a second study looked specifically at policing and prosecution of sexual offenses<sup>6</sup>. This report included fourteen additional recommendations to improve the response of the justice system to sexual assault and sexual abuse and to improve coordination among the various sectors in this regard.

These two documents provide a framework for the development of the new National Gender-based Violence Plan of Action (2010 – 2013). Those interested in understanding the background to the plan can consult these documents for an exploration of the issues involved and an understanding of how these issues lead to the goals, objectives and activities included here. If the vision of this plan is translated into effective action for change, Belize will have taken a significant step in addressing the issue of gender-based violence and in providing hope for those who are affected by it every day.

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<sup>3</sup> UNIFEM Caribbean Office, *Strengthening State Accountability and Community Action for Ending Gender-Based Violence in the Caribbean*

<sup>4</sup> Debra J. Lewis, *op cit*

<sup>5</sup> These guiding principles are included in Section 2 of this document.

<sup>6</sup> Antoinette Moore, *Strengthening State Accountability in Policing and Prosecuting Sexual Assaults*, Women's Department (Belize) July 2009

## 2. Definition and Guiding Principles

Developing an effective national plan on any issue requires consensus on what the problem is and why it exists. For the purposes of the National Plan, the definition of gender-based violence draws on three sources:

- Recommendation 19 of the *Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)*, which defines gender-based violence as predominantly violence against women;
- The *Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women* (better known as the *Convention of Belem do Para*) which describes the type of behaviour defined as gender-based violence; and
- The *Beijing Declaration of the Fourth World Conference on Women* that situates this violence within the context of gender discrimination and the subordination of women.

These mutually consistent documents were chosen as the basis for our definition because Belize has ratified both CEDAW (1990) and the Convention of Belem do Para (1996) and was a signatory to the Beijing Declaration (1995). In addition, these documents represent an international consensus on the definition and forms of gender-based violence:

*Gender-based violence is violence that is directed against a woman because she is a woman or that affects women disproportionately.<sup>7</sup> It is any act or conduct, based on gender, which causes death or physical, sexual or psychological harm or suffering to women, whether in the public or private sphere, including physical, sexual and psychological violence:*

- a. that occurs within the family or domestic unit or within any other interpersonal relationship, whether or not the perpetrator shares or has shared the same residence with the woman, including, among others, rape, battery and sexual abuse;*
- b. that occurs in the community and is perpetrated by any person, including, among others, rape, sexual abuse, torture, trafficking in persons, forced prostitution, kidnapping and sexual harassment in the workplace, as well as in educational institutions, health facilities or any other place; and*
- c. that is perpetrated or condoned by the state or its agents regardless of where it occurs.<sup>8</sup>*

*Violence against women is a manifestation of the historically unequal power relations between men and women, which have led to domination over and discrimination against women by men and to the prevention of women's full advancement.<sup>9</sup>*

In addition to defining gender-based violence, it is also important to have agreement on the most important principles to provide the foundation for action. The *National Assessment of Actions on Ending Violence Against Women* developed a set of Guiding Principles based on

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<sup>7</sup> CEDAW General Recommendation Number 19, S6 (11<sup>th</sup> Session, 1992)

<sup>8</sup> *Inter-American Convention on the Prevention, Punishment and Eradication of Violence Against Women: Convention of Belem Do Para*, Chapter 1, Article 2

<sup>9</sup> Fourth World Conference on Women, *Beijing Platform for Action*, Section 118

experience in Belize and internationally. Application of these principles will ensure that everyone is “on the same page” in the development of a response. This Plan of Action has been developed in the context of these Guiding Principles:

- 1) The response to violence against women must be based on ***understanding the roots of this violence in a system of gender inequality and women’s subordination.***
- 2) All programmes must ***put the safety and security of women and children first.***
- 3) ***Confidentiality*** must be guaranteed to all victims of violence against women.
- 4) Each system responsible for violence against women must ***develop its own plan for ensuring a positive response.*** This plan must be focused, delegate clear responsibility for implementation, provide adequate resources, and include a mechanism for monitoring and evaluation. Those at the highest level of the systems and Ministries responsible for them must take ***ownership*** of the implementation of these plans.
- 5) ***Guaranteeing a fast and effective police response*** must be a high priority. Women’s confidence in this response can only be assured through the implementation of ***mechanisms for external oversight*** of police actions.
- 6) ***Civil society***, and in particular women and women’s organizations, ***has a critical role to play*** in advocating for individual women needing protection and support, as well as in advocacy for changes in public sector policies and practice. It also has an important responsibility in developing a deeper understanding of the roots of violence against women and in raising public awareness of this.
- 7) Government must demonstrate the ***political will*** to take action to address violence against women. A key part of demonstrating this political will is in ***providing the human and financial resources necessary for an effective response.***<sup>10</sup>

Adopting these Guiding Principles in the development and implementation of a national plan helps keep the work on track and avoid diversions that do not reflect the reality of violence against women.

### 3. Goals and Objectives

An effective national plan requires a long term vision as well as the more immediate steps necessary for progress toward that vision. Clear goals and objectives articulate the vision as well as how to get there.

The Goals and Objectives for the National Plan of Action are:

#### ***Goal 1: There is zero-tolerance for gender-based violence in Belize.***

Objective 1-1: Police response to survivors of gender-based violence is improved.  
Complaints concerning police response are reduced.

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<sup>10</sup> Debra J. Lewis, *op cit*, p 52

Objective 1-2: Prosecution of acts of gender-based violence is strengthened. Attrition in reported cases that go to trial and result in convictions is reduced by 50%.

Objective 1-3: Survivors of gender-based violence have access to justice, including adequate legal representation.

***Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.***

Objective 2-1: All survivors of gender-based violence have access to adequate health services delivered in a supportive, respectful and confidential manner.

Objective 2-2: All survivors of gender-based violence have access to adequate support and advocacy services.

Objective 2-3: All victims of domestic violence in crisis have access to adequate shelter and financial support.

Objective 2-4: Rural women who are victims of gender-based violence have access to justice and support.

Objective 2-5: There is strong cross-sector collaboration in responding to survivors of gender-based violence.

***Goal 3: Gender-based violence in Belize is reduced, and ultimately eliminated.***

Objective 3-1: Recidivism by perpetrators of gender-based violence is reduced by 30%.

Objective 3-2: There is greater public understanding of the roots of gender-based violence.

Objective 3-3: Men take greater responsibility for understanding the roots of gender-based violence and take action based on that understanding.

***Goal 4: It is possible to measure both the extent of gender-based violence in Belize and the effectiveness of strategies to respond to it.***

Objective 4-1: Systems designed to measure reported cases of gender-based violence capture all reported cases of both domestic violence and sexual offenses.

Objective 4-2: A system to measure the incidence, frequency and severity of gender-based violence is in place.

Objective 4-3: A method to assess the effectiveness of strategies to respond to gender-based violence is in place.

These goals and objectives underline the importance of a multi-sectoral response to gender-based violence. Zero-tolerance (Goal 1) requires strong policing and prosecution of domestic violence and sexual offenses, as well as access to legal services for survivors. Support for

survivors (Goal 2) involves health services, social services, schools and counselors – in both the public sector and civil society – in providing an effective response. Strong cross-sector collaboration is key to reaching the objectives leading to both goals. The reduction and eventual elimination of gender-based violence (Goal 3) involves behavior change on the part of offenders as well as a greater understanding of the relationship between gender-based violence, gender inequality, the subordination of women and current concepts of masculinity. Putting in place effective means to measure both gender-based violence and the effectiveness of response strategies (Goal 4) is essential to our ability to determine if we are making progress toward the other three goals.

Of course, fully reaching these goals will take more than the three years set forth in this National Plan of Action. In each case, objectives are designed as steps toward these goals and have been defined using the “SMART” guidelines – that is, objectives should be *specific, measurable, achievable, relevant* and *time-bound*. Indicators are included to measure the effect of the activities identified to promote each objective.

## **4. Issues in the National Plan**

Issues relating to the issue of gender-based violence in Belize were reviewed in the *National Assessment* and will not be repeated in detail here. However, there are a number of implementation issues that were mentioned in the initial assessment but deserve specific attention in the development of the National Plan of Action.

### **1.1. Ownership**

As has already been noted, a multi-sectoral approach is essential in implementing effective strategies on gender-based violence. What is also important, however, is that activities be well integrated within each sector and that the sector takes responsibility for the achievement of its part of the plan. In short, it is critical that each sector take full ownership of the plan from the highest political level to the workers responsible for putting specific activities into practice.

Addressing issues relating to ownership of the plan is crucial for several reasons:

- Experience has shown that it is difficult, if not impossible, to have effective implementation without political commitment at the top and support for the plan throughout each sector involved.
- It is unrealistic to expect that the Women’s Department can or should take responsibility for implementation across all sectors given that it has neither the authority nor the capacity to do so.
- Workers expected to make changes as a result of the plan are unlikely to do so unless they understand and accept the need for those changes.
- Monitoring progress on implementation requires the knowledge and understanding of those with first-hand experience in the sector.

While the overall coordination of the plan should remain the responsibility of the Women’s Department and the National Committee on Gender-Based Violence, each sector should also have a Focal Point with responsibility for overseeing the implementation of the plan within that sector. The already existing Gender Integration Committee will play this role. Focal Points from

relevant government Ministries and will form a Gender-Based Violence Subcommittee of the Gender Integration Committee with specific responsibility for reporting on progress on the Plan of Action in the public sector. Because the Focal Points are selected by Ministry, an additional Focal Point will be added to represent the Police Department as an institution with a critical role to play in the implementation of this Plan.

The Women's Issues Network of Belize (WIN-Belize), through the proposed Sub-Network on Violence Against Women, will be responsible for overseeing the implementation of the plan for civil society organizations.

## 1.2. Indicators

As noted in the *National Assessment*, the previous National Plan did not include indicators; hence there were no established criteria through which to evaluate progress. This shortcoming, of course, is not exclusive to the 2007-2009 Gender-Based Violence Plan – it is generally recognized that this has been a weakness in planning in Belize.

It is impossible, of course, to adequately determine the effectiveness of a plan without indicators. To provide the best possible mechanism for measuring progress, indicators should conform to these criteria:

- **Valid:** Indicators should measure the aspect of the programme that they are intended to measure.
- **Specific:** Indicators should only measure the aspects of the programme that they are intended to measure.
- **Reliable:** Indicators should minimize measurement error and should produce the same results consistently over time, regardless of the observer or respondent.
- **Comparable:** Indicators should use comparable units and denominators that will enable an increased understanding of impact or effectiveness across different population groups or programme approaches.
- **Non-directional:** Indicators should be developed to allow change in any direction, and not specify a direction in their wording (for example, an indicator should be worded as “the level of awareness” instead of “an increased awareness”)
- **Precise:** Indicators should have clear, well-specified definitions.
- **Feasible:** It must be possible to measure an indicator using available tools and methods.
- **Programmatically relevant:** Indicators should be specifically linked to a programmatic input, output or outcome.<sup>11</sup>

Based on a review of literature relating to the development of indicators – and in particular indicators on gender-based violence – practitioners have used two systems. One system uses two types of indicators – Output<sup>12</sup> and Impact. Another system breaks down “Impact” indicators

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<sup>11</sup> Shelah S. Bloom, *Violence Against Women and Girls: A Compendium of Monitoring and Evaluation Indicators*, p 24

<sup>12</sup> Output indicators are also sometimes referred to as Process indicators.

into two categories – Effect<sup>13</sup> and Impact. This breakdown differentiates between the more immediate effects of activities on those directly involved (effect) and the broader impact of the strategy on the wider population.

The three-tier system of indicators has been adopted for the purposes of this plan. In particular, the plan focuses on tracking indicators of Output and Effect. These indicators will allow for monitoring the specific activities in the plan to insure that they have been implemented as planned (Output). They will also promote tracking changes in knowledge, skills and behavior resulting from the strategies used (Effect).

Most of the indicators used in this plan are based on information that is or can be available in existing public institutions. In some cases, work will need to be done to insure that the information is compiled and presented according to the indicator.

One challenge in developing indicators of effect, however, is measuring how institutional change affects the survivors of violence. Consideration was given to including an ongoing survey of survivors to assess their experience with systems response. However, such a survey would mean that advocates for survivors would have the additional responsibility for conducting the survey and resources would also be necessary to collate and analyze the results. This would put an additional burden on already overstretched personnel in both government and civil society institutions. Instead, a system of registering complaints that institutions are not meeting minimal standards of response and care is recommended. In this way, information usually available only through anecdotes can be compiled and used as a means of tracking the effects of change.

Although the National Plan focuses on Output and Effect indicators, it does not neglect the need to follow broader Impact indicators. At this point, however, Belize does not gather the information needed to do this. For this reason, a specific activity is included in the Plan of Action to implement an ongoing mechanism to measure the incidence, frequency, and severity of gender-based violence in Belize. This is a challenging task, but essential if we want to understand change in the level and severity of this violence.

### **1.3. Resources**

An additional limitation of the previous plan on gender-based violence was that it did not specify the resources necessary to carry out activities. However, if a plan is intended to lead to action for change, having the human, financial and technical resources needed for implementation is imperative. In the absence of this concrete support, a Plan of Action remains an empty shell without real results.

This Plan of Action includes an estimate of the resources necessary to carry out the activities it sets forth. Endorsement of the plan should imply a commitment to identifying these resources and making them available to the various sectors responsible for implementation.

The resources included in the plan are of two types. Those resources needed for the provision of the ongoing response are listed as “Recurrent” resources and should most appropriately be integrated as part of government’s annual budget<sup>14</sup>. Problems continue to occur when activities

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<sup>13</sup> Effect indicators are also sometimes referred to as Outcome indicators.

<sup>14</sup> This applies, of course, to public sector activities. In the case of activities that are the responsibility of civil society, organizations are of course responsible for developing their own budgets and sources of

that should be an ongoing part of government's responsibilities are covered by funds from external sources. Too often, these activities are dropped or marginalized once external funds have run out.

While government should take responsibility within its own budget for ongoing resources, set up costs or one time activities (such as specific public education campaigns or research projects) can appropriately be accessed from external sources. These are referred to in the plan as "Short Term" resources.

The Plan includes a description of the resources necessary and an estimate of the cost of these resources. In some cases, representatives of specific sectors were very helpful in providing estimates of carrying out the various activities in their sector. In other cases, the best estimate was made based on the nature of the activity and the number of people likely to be involved.

In some cases, no actual dollar figure of the cost is included. These resources include the reference "TBD" – To Be Determined. A few of these activities require assessment and planning before the actual activity is carried out. For example, the cost of implementing a system of data collection on the incidence, frequency and severity of violence against women across Belize (Activity 4-2-1) will depend on more detailed planning to determine how best to carry this out. In a few other cases, costs will need to be determined on the basis of negotiation between institutions. Appointing specialist teachers to teach issues relating to sex and sexuality, violence against women and children and related matters (Activity 3-2-7) will require further discussion between the Ministry of Education and school managements.

Activities that have no Recurrent or Short Term Resources listed can be carried out without additional personnel or financial commitments.

It is essential that decision makers acknowledge that endorsing this Plan of Action means a commitment to providing adequate human and financial resources to make it happen. While it must be acknowledged that Belize faces difficult economic times, there are always decisions to be made on setting priorities for the use of available funds. Given that gender-based violence not only infringes women's fundamental human rights, but also has enormous social and economic costs for Belizean society<sup>15</sup>, it is time to provide the resources needed for a more effective response.

#### **1.4. Training**

Training is an important part of making change in the institutions that affect people's lives. Yet the effects of training often fall short of expectations. A number of informants from different sectors who were interviewed about the proposed Plan of Action noted that previous training on gender-based violence has often been less effective than they had hoped.

Clearly, training will continue to be an important part of capacity building in the response to gender-based violence. Consequently, the issue is how to enhance the impact of training on the response to survivors of violence.

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support. Even in these cases, however, government should ensure that adequate subventions are available to guarantee the provision of basic community-based services and advocacy for survivors of gender-based violence.

<sup>15</sup> These costs are summarized in Debra Lewis, *op cit*, p 3

Increasing the effectiveness of training requires considering not only the quality of the specific training session, but also the wider context within which the training happens. Specifically, paying attention to the following factors will help in the challenge of developing and implementing successful training programmes:

- Training is often organized as a one-time event, with little connection to an ongoing plan for change within the institution. Experience has shown that training needs to be developed as part of an ongoing process of capacity building. This is especially true for an issue such as gender-based violence that is so deeply ingrained in our society and where attitudes and behaviours are often so difficult to change.
- Assessing the effectiveness of training must be linked to changes in the quality of response to gender-based violence. Training programmes should be developed with a clear idea of how this training will change service delivery. Follow-up is essential to insure that those changes have occurred and, if not, what additional support is needed to continue the process of change.
- Training on gender-based violence often focuses on the process necessary to respond to victims and perpetrators – for example, the laws and how to enforce them or the procedures that should be followed when a victim attends a health care facility. Obviously, training on these processes is important. However, developing a deeper understanding of the issue is equally important, especially for an issue such as gender-based violence where prejudicial attitudes about victims often affect systems response. Furthermore, workers in the systems are also members of the society as a whole and as a result are themselves affected by the occurrence of gender-based violence, often because they are survivors or perpetrators. Effective training on this issue requires not only teaching procedures, but also developing consciousness about why this violence occurs and how each person can deal with its effects.
- Training programmes to bring about change in systems response will only be truly effective if participants see that there is commitment to that change from the highest levels and throughout the system. Several informants said that it was important for training to be done with senior staff as well as front line workers. In the absence of change from the top, it is difficult for those on the front line to give gender-based violence the priority it deserves.

Training should be an investment in improving response to gender-based violence. Developing a greater understanding of how training is connected to a broader process of change will increase the chances for those investments to pay off.

The following pages set forth *The National Gender-based Violence Plan of Action 2010-2013*. The Plan is presented in two formats. Section 5 organizes the Plan by goal and objective, showing the contributions of each sector to the relevant objectives. Section 6 organizes the Plan by sector, so that each sector can readily identify their responsibilities under the Plan. Section 7 describes monitoring and evaluation activities for the Plan.

## 5. The National Gender-based Violence Plan of Action

**Goal 1:** There is zero-tolerance for gender-based violence in Belize.

**Objective 1-1:** Police response to survivors of gender-based violence is improved. Complaints concerning police response are reduced.

**Indicators (effect):** Number of domestic violence and sexual offenses cases reported to the police.

Number of complaints from advocates that minimum policing standards have not been followed.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
1-1-1: Develop and implement a comprehensive internal plan for improving police response to gender-based violence (including, but not restricted to, activities 1-1-2, 1-1-3, 1-1-4, 1-1-5, 1-1-6 and 1-1-7).	<u>Police Department</u>	Plan finalized by June 2011		Technical assistance in development of plan. \$5,000	Acceptance of plan at the highest level of the Police Department and Ministry of National Security  Number of activities in the plan that are successfully implemented
1-1-2: Review and revise existing police protocols for responding to both domestic violence and sexual offenses.	<u>Police Department</u>	By December 2010			Protocol available  Number of police posts actively using protocol
1-1-3: Review, expand and implement police recruit and in-service training programmes on gender awareness and gender-based violence, with particular attention to the effective collection of evidence in these cases.	<u>Police Department</u>	Implement by June 2011	Qualified trainers to deliver training  Other training expenses \$10,000	Technical assistance in development of expanded training programmes. \$5,000	Time allocated to recruit training on gender awareness and gender-based violence  Number of in-service trainings, including those for senior officers.
1-1-4: Ensure that all officers (including senior officers) have basic training in the new Domestic Violence Act.	<u>Police Department</u>	Complete by June 2011		Training expenses \$6,000	Percentage of all officers who have received training
1-1-5: Establish a system of long-term specialist officers for responding to domestic violence, with a clear career path for those choosing to specialize in this area.	<u>Police Department</u>	Implement by June 2011	In-service training for specialist officers \$4,000		Number of police posts with a specialist officer with at least 2 years experience in DV

1-1-6: Establish a sexual offenses unit in the Criminal Investigations Branch, staffed with female officers.	<u>Police Department</u>	Implement by June 2011	In-service training for officers \$2,000		Number of trained CIB officers assigned to the sexual offenses unit
1-1-7: Conduct identification parades using one-way mirrors (including amendment of relevant laws).	<u>Police Department</u>	Implement by October 2011		Installation of appropriate facility. TBD	Number of police posts regularly using one-way mirror facilities in each post
1-1-8: Develop and implement a mandatory arrest policy to require arrest in any incident of domestic violence where there is reasonable evidence to do so.	<u>Police Department</u>	Policy by December 2011 Implement by June 2012			Policy is in place Proportion of domestic violence calls that result in arrest
1-1-9: Train officers in mandatory arrest policy.	<u>Police Department</u>	By December 2012		Training costs \$6,000	Proportion of police officers trained in policy
1-1-10: Conduct a public awareness campaign on the use of the Ombudsman's office for complaints concerning the response of police and other public sector systems to incidents of gender-based violence.	<u>Ombudsman</u>	Implement campaign July-December 2011	At least one more investigator with specific responsibility in this area. \$20,000	Cost of media to promote campaign \$ 5,000	Number of complaints related to gender-based violence received by the Ombudsman's office
1-1-11: Conduct a special investigation into the issues raised in the report <i>Strengthening State Accountability in the Policing and Prosecuting of Sexual Assault</i>	<u>Ombudsman</u>	Release results by July 2012		Consultant/ additional assistance in investigation \$7,500	Report of investigation is available Number of recommendations adopted by Police Department

Goal 1: There is zero-tolerance for gender-based violence in Belize.

Objective 1-2: Prosecution of acts of gender-based violence is strengthened. Attrition in reported cases that go to trial and result in convictions is reduced by 50%

Indicators (effect): Number of criminal charges in cases of domestic violence.

Number of reported cases of sexual offenses that go to trial.

Number of reported cases of sexual offenses that go to trial within 12 months of charge.

Conviction rates in cases of domestic violence.

Conviction rates in sexual offenses.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
1-2-1: Review and revise all laws relating to sexual offenses, including but not limited to activities 1.2.2 and 1.2.3).	<u>Attorney General</u>	Pass legislation by July 2012		Technical assistance if needed	New legislation is in place
1-2-2: Revise the definition of rape and indecent assault to create new offenses that better reflect the range of sexual assaults.	<u>Attorney General</u>	Pass legislation by July 2012		Technical assistance if needed	New legislation is in place
1-2-3: Incorporate the offense of marital rape into new definitions for rape and sexual assault to protect all spouses without conditions.	<u>Attorney General</u>	Pass legislation by July 2012		Technical assistance if needed	New legislation is in place
1-2-4: Insure that the legal age of 16 years for marriage under any circumstances is well publicized.	<u>Attorney General</u>	By December 2011			Law enforcement, social services and the public know of this provision.
1-2-5: Strengthen protection for underage victims of sexual abuse (including, but not limited to, activities 1.2.6 and 1.2.7).	<u>Attorney General</u>	Implement provisions by June 2011			Number of protective mechanisms in place for underage victims
1-2-6: Implement existing policy of providing screens in court for the protection of underage victims.	<u>Attorney General</u>	Implement policy by December 2011		Purchase of screens \$3,000	Number of jurisdictions where screens are used

1-2-7: Establish separate entrances for underage victims testifying in abuse cases.	<u>Attorney General</u>	Implement by December 2011		Construction if needed - TBD	Number of jurisdictions with separate entrances
1-2-8: Establish a dedicated Crown Counsel for the prosecution of sexual offenses, who is available to work on these cases in both Supreme Court and Magistrates' Court.	<u>Attorney General</u>	Position established by January 2011	At least one additional Crown Counsel \$40,000		Number of Crown Counsel dedicated to prosecution of Sexual Offenses
1-2-9: Develop and implement sensitization sessions for judges on sexual offenses, drawing on qualified and respected trainers from abroad.	<u>Attorney General</u>	By December 2011		Trainers' fees, transportation and expenses \$4,000	Number of training sessions for judges
1-2-10: Establish a committee of the DPP's office, police department, Department of Human Services, Hospital personnel, Women's Department, WIN-Belize to monitor progress on all sexual offense cases.	<u>Director of Public Prosecutions</u> Membership as listed	Ongoing/ committee in place by April 2011			Number of committee meetings Percentage of active cases monitored
1-2-11: Establish a DNA laboratory with priority given to cases of sexual abuse of children and other sexual offenses.	<u>Ministry of Police and Public Safety</u>	Laboratory established by December 2012	Staffing and operational costs TBD	Set up costs of laboratory \$1 million	DNA evidence available for use in sexual offense cases
1-2-12: Pending establishment of the DNA laboratory, develop and implement criteria for the use of external DNA labs for testing in sexual offenses cases.	<u>Ministry of Police and Public Safety</u>	Criteria established by April 2011	Cost of tests @ \$1,500/test \$15,000		Number of sexual offenses cases where DNA evidence is used

Goal 1: There is zero-tolerance for gender-based violence in Belize.

Objective 1-3: Survivors of gender-based violence have access to justice, including adequate legal representation.

Indicators (effect): Percentage of survivors needing legal services who are able to access them.

Activity	<u>Responsible:</u> Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
1-3-1: Establish a Family Court in each district.	<u>Attorney General</u> Director of Family Court	Courts established by December 2013	One additional magistrate, other staff and operating expenses for 5 districts - TBD	Costs of setting up courts TBD	Number of districts with family courts
1-3-2: Amend the Domestic Violence Act and other relevant legislation to authorize Family Court to deal with both civil matters and criminal matters dealt with as summary offenses relating to domestic violence <sup>16</sup> .	<u>Attorney General</u> Family Courts	By December 2011			Number of cases where civil and criminal matters are dealt with together
1-3-3: Conduct training for Clerks of Court in Domestic Violence Act.	<u>Attorney General</u>	By April 2011		Training \$2,000	
1-3-4: Increase the number of Family Court Magistrates in Belize City to at least 5.	<u>Attorney General</u> Director of Family Court	By April 2012	One additional magistrate \$40,000		Number of Magistrates in Belize City
1-3-5: Make Legal Aid available at no cost to survivors of domestic violence and increase the number of attorneys at the Belize City Legal Aid Office to at least 2 in recognition of the increased work load.	<u>Attorney General</u> Legal Aid	By April 2012	One additional attorney in Belize City \$40,000		Number of survivors of domestic violence who access Legal Aid in Belize city
1-3-6: Establish Legal Aid Offices in the districts.	<u>Attorney General</u>	By April 2012	Costs of legal counsel in districts TBD		Number of survivors of domestic violence who access Legal Aid in the districts

<sup>16</sup> Until Family Courts are established in each district, civil and criminal matters should be dealt with in the same session of Magistrates' Court

**Goal 2:** Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-1: All survivors of gender-based violence have access to adequate health services delivered in a supportive, respectful and confidential manner.

Indicators (effect): Number of complaints from advocates that minimum standards of care have not been provided.

Proportion of survivors of rape, sexual assault and sexual abuse who receive appropriate care, including emergency contraception and prophylactic intervention for HIV.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-1-1: Review and revise protocols on gender-based violence and implement in all hospitals and clinic and train all health care workers in these facilities in the use of the protocol.	<u>Ministry of Health</u>	New protocols June 2011  Implement by January 2012		Technical assistance  Printing protocol \$15,000  Training \$4,000	Number of hospitals using protocol
2-1-2: Develop and implement annual in-service training on gender-based violence for health care workers, including developing an understanding of how the issue affects themselves and their patients.	<u>Ministry of Health</u>	June 2012	Annual in-service training \$4,000		Number of health care institutions implementing at least 8 hours of gender-based violence training annually
2-1-3: Complete and print the popular version of the Ministry of Health's Complaints Policy.	<u>Ministry of Health</u>	By March 2011		Printing \$2,000	Information is available in popular form.
2-1-4: Amend the Ministry of Health's Complaints Form to allow complaints concerning service delivery in cases of gender based violence to be tracked.	<u>Ministry of Health</u>	By March 2011			Information is available on gender based violence complaints
2-1-5: Disseminate information on the Ministry of Health's Complaints Policy to all agencies working with survivors of gender-based violence.	<u>Ministry of Health</u> NGBVC	By March 2011			Number of agencies familiar with Complaints Policy

2-1-6: Implement a system in all hospitals and clinics for providing emergency contraception and prophylactic treatment for HIV for all victims of sexual abuse/sexual assault.	<u>Ministry of Health</u>	By January 2011	Cost of kits \$10,000 (possible in-kind contributions may be used)		Percentage of victims of gender-based violence receiving appropriate treatment
2-1-7: Institute a social worker in each hospital. Increase the number of social workers at the KHHM to 2.	<u>Ministry of Health</u>	By April 2013	Seven additional social workers \$190,000		Number of social workers in Belize hospitals.
2-1-8: Strengthen a system of doctors permanently resident in Belize who specialize in gathering evidence and giving testimony in cases of sexual abuse and other sexual offenses, and provide training for these doctors.	<u>Ministry of Health</u>	By April 2013	Annual training costs \$2,000 Supplies for forensic evidence \$3,000		Proportion of cases where evidence is gathered by specialist doctors
2-1-9: Investigate and implement ways to facilitate evidence given by medical personnel.	<u>Solicitor General</u>	By December 2012			Enhanced medical testimony

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-2: All survivors of gender-based violence have access to adequate support and advocacy services.

Indicators (effect): Number of women accessing community-based shelters and crisis services by district.

Proportion of reported cases of sexual abuse of children that do not proceed due to the unwillingness of the victim to continue.

Proportion of cases of sexual offenses against adults that do not proceed due to the unwillingness of the victim to continue.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-2-1: Support the creation of a WIN-Belize Sub-Network on Violence Against Women to develop and sustain countrywide services and advocacy.	<u>WIN-Belize</u> Existing shelters and organizations working with survivors	Establish by September 2011		Facilitator/ Consultant \$5,000 Travel and expenses \$1,500	Number of sub-network meetings Number of participants who believe that the process is strengthening
2-2-2: Assess the need for community based services for survivors of gender-based violence and support the expansion of existing services and the establishment of new services where they do not exist.	<u>WIN-Belize</u> (through the Sub-Network)	Assess and develop plan by January 2012	Programme Officer (GBV) \$24,000 Resources for individual services – TBD	Consultant to support the development of the plan \$10,000 Travel and expenses \$2,000	Number of districts with community based services for survivors of gender-based violence Number of shelter spaces available
2-2-3: Develop and implement a mechanism for providing secure, ongoing financial support for community-based services, including identifying additional sources of revenue for subventions if needed.	<u>Ministry of Finance</u> WIN-Belize Sub-Network	Mechanism in place by budget year 2012/2013	Regular subventions for community-based services – TBD		Number of services receiving subventions Total amount of subventions
2-2-4: Hire one additional social worker in each district to provide adequate support and advocacy for survivors of child sexual abuse.	<u>Ministry of Human Development</u> Department of Human Services	By April 2013	Six additional social workers \$145,000		Number of districts with at least 2 social workers

2-2-5: Develop criteria for the maximum caseload for social workers and, if necessary, recommend hiring additional social workers in 2013.	<u>Ministry of Human Development/ Department of Human Services</u>	By September 2013			Criteria established and endorsed by government..
2-2-6: Appoint a specific liaison person within the Department of Human Services to improve the relationship with schools in their response to sexual abuse.	<u>Ministry of Human Development/ Department of Human Services</u> School managements	By April 2011			Existence of liaison person Number of contacts between schools and liaison person
2-2-7: Implement in-service training for teachers on legislation and obligations on sexual abuse.	<u>Ministry of Education</u>	By September 2012		Training costs \$6,000	Number of teachers trained
2-2-8: Incorporate training in basic counseling skills into teacher training programmes.	<u>Ministry of Education</u>	September 2012		Technical assistance \$10,000	Number of trainee teachers receiving counseling training
2-2-9: Insure that a counselor trained in the identification and response to all forms of abuse, including sexual abuse, is available in each school.	<u>Ministry of Education</u> School managements	Plan in place by September 2012	Full- or part-time counselors available for each school  TBD: Cost to be assessed by sch. managements		Proportion of schools with access to a trained counselor
2-2-10: Review and amend public service regulations to strengthen sanctions for breach of confidentiality and other abuses of power.	<u>Ministry of the Public Service</u>	By June 2012			Clear and usable sanctions for breach of confidentiality and abuse of power in the public sector.

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-3: All victims of domestic violence in crisis have access to adequate shelter and financial support.

Indicators (effect): Number of women and children accessing shelters.

Number of women and children accessing emergency financial support.

Activity	<u>Responsible;</u> Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-3-1: Develop and implement a mechanism for providing adequate emergency financial assistance to victims of domestic violence through an appropriate community based agency.	<u>Ministry of Human Development</u>	System in place by January 2012	Financial assistance \$30,000		Amount of emergency financial assistance available, by district.
2-3-2: Ensure that women in all parts of Belize have access to emergency shelter (through Activity 2.2.2.)	<u>WIN-Belize</u> (through the proposed Sub-Network on Violence Against Women)	December 2013	Budgets to be developed; regular government subvention assured		Number of shelter spaces available, by district

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-4: Rural women who are victims of gender-based violence have access to justice and support.

Indicators (effect): Number of rural women who report incidents of gender-based violence by district.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-4-1: Hire one additional Women's Development Officer in each district, with specific responsibility for outreach to rural areas.	<u>Women's Department</u>	By April 2012	Six additional WDOs \$145,000		Number of districts with a WDO responsible for rural outreach
2-4-2: Enhance the ability of Community Health Workers in rural villages to respond to gender-based violence, including a training programme for CHWs.	<u>Ministry of Health</u>	By June 2011	Annual training costs \$6,000		Number of Community Health Workers trained
2-4-3: Provide emergency assistance for victims of violence who need transportation to safety and/or medical services through the Community Health Workers	<u>Ministry of Health</u> Ministry of Human Development	By June 2011	Financial assistance/ transportation \$7,000		Number of victims who access emergency assistance through Community Health Workers
2-4-4: Develop and implement a training programme on gender awareness and the Domestic Violence Act for alcaldes and village chairmen in Maya villages.	<u>Women's Department</u> Chief Magistrate	By June 2011	Annual training costs \$4,000		Number of alcaldes and village chairmen trained

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-5: There is strong cross-sector collaboration in responding to survivors of gender-based violence.

Indicators (effect): Number of activities in the National Gender-based Violence Plan of Action that are successfully implemented.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-5-1: Review and revise the membership and mandate of the National Gender-Based Violence Committee (NGBVC)	<u>Women's Department</u> NGBVC	Review by February 2011  Ongoing, quarterly meetings		One-day retreat for Committee (expenses and facilitator)  \$1,500	Number of committee meetings
2.5.2: Review the membership of the District Gender-Based Violence Committees and strengthen monthly cross-sectoral meetings in each district to do problem solving on effective response to incidents of gender-based violence.	<u>Women's Department</u> Sectoral representatives	Review by April 2011  Ongoing, monthly meetings			Number of participants who report that the meetings support improved response to incidents of gender-based violence
2-5-3: Strengthen the Gender Integration Committee and Ministry Focal Points	<u>Women's Department</u>	December 2010		Capacity building of Committee/ Focal Points  \$12,000	Number of Ministries with a functioning Focal Point
2.5.4: Approach the National AIDS Commission to include women who are victims of violence as a highly at-risk population and to develop appropriate strategies to address the link between violence against women and HIV/AIDS.	<u>Women's Department</u> National AIDS Commission	By June 2011, with ongoing contact			Actions of the National AIDS Commission that address the link between gender-based violence and HIV/AIDS

**Goal 3:** Gender-based violence in Belize is reduced, and ultimately eliminated.

Objective 3-1: Recidivism by perpetrators of gender-based violence is reduced by 30%.

Indicators (effect): Recidivism rates of offenders.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
3-1-1 Evaluate the current Batterers' Intervention Programme and revise the programme based on that evaluation if necessary.	<u>Women's Department</u>	Evaluation system in place by February 2011  Evaluation and results complete by December 2012		Initial evaluation to be conducted by UNIFEM	Improvements to Batterers' Intervention Programme based on evaluation results
3-1-2: Obtain long-term commitment from Cabinet to continue financial support for the Batterers' Intervention Programme after the pilot project.	<u>Women's Department</u>	By April 2011	Cost of programme – 2 16 week cycles per year \$35,000		Number of offenders who complete the programme annually.

Goal 3: Gender-based violence in Belize is reduced, and eventually eliminated.

Objective 3-2: There is greater public understanding of the roots of gender-based violence.

Indicators (effect): Changes in media response to gender-based violence.

Number of individuals, groups or organizations taking a public position that reflects an understanding of the roots of gender-based violence.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
3-2-1: Hold a symposium on the roots of gender-based violence, including international participation.	<u>WIN-Belize</u>	Symposium June 2011		Expenses, speakers fees, transportation \$12,000	Number of participants in symposium
3-2-2: Conduct a public awareness campaign on rape and sexual assault, including an analysis of the roots of this violence as well as practical information for survivors.	<u>Women's Department</u>	Implement campaign January – June 2012		Campaign costs, technical assistance \$10,000	Frequency of message through media Number of public education materials/ events
3-2-3: Integrate activities to promote understanding of the roots of gender-based violence into the 16 days of activism campaigns	<u>Women's Department</u> WIN-Belize	November 2011 and subsequent campaigns	Depending on activities TBD		Number of activities addressing the roots of gender-based violence
3-2-4: Identify one or more academics or researchers with an interest in research/analysis on gender-based violence for inclusion on the National Committee.	<u>Women's Department</u>	Include in committee by April 2011			Number of academics on the committee pursuing projects in the area of gender-based violence

3-2-5: Analyze the impact of the media's treatment of women on attitudes and practices related to gender-based violence.	<u>Women's Department</u>	Study completed by June 2013		Consultant and other expenses for study \$20,000	Availability of study Number of recommendations implemented
3-2-6: Develop materials to raise awareness among young people on the roots of gender-based violence.	<u>Youth Enhancement Services</u>	Materials available by January 2012		Design of materials; production and printing costs \$8,000	Number of schools and community programmes using the materials.
3-2-7: Appoint and train specialist teachers to attend different schools and teach matters relating to sex and sexuality, violence against women and children and related matters in the context of the HFLE curriculum.	<u>Ministry of Education</u> School managements	September 2013	Specialist teachers within each school management TBD		Number of school managements with specialist teachers Proportion of schools with access to a specialist teacher, by management and district

Goal 3: Gender-based violence is reduced, and eventually eliminated.

Objective 3-3: Men take greater responsibility for understanding the roots of gender-based violence and take action based on that understanding.

Indicators (effect): Number of groups and programmes for men that adopt an approach based on the definition and guiding principles of the action plan.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
3-3-1: Hold a symposium for men on masculinity and gender-based violence, including resource people who have developed groups in CA and/or the Caribbean.	<u>Women's Department</u>	Symposium in February 2012		Venue, etc, speakers fees, transportation \$8,000	Number of participants in symposium
3-3-2: Support the establishment of a men's group addressing issues of masculinity and gender-based violence.	<u>Women's Department</u>	Group established March 2012	Depends on activities of group TBD		Number of men's groups adopting the definition and guiding principles of the action plan

**Goal 4:** It is possible to measure both the extent of gender-based violence in Belize and the effectiveness of strategies to respond to it.

Objective 4-1: Systems designed to measure reported cases of gender-based violence capture all reported cases of both domestic violence and sexual offenses.

Indicators (effect): Gaps in existing police and Ministry of Health systems.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
4-1-1: Review and revise the existing process for gathering the Police Department's <i>Gender-Based Violence Statistics Nationwide</i> (in particular, to insure consistent application of the system).	<u>Police</u> <u>Deparatment</u>	Revisions to system and process by December 2011	Increased support for the system, depending on review  TBD	Technical assistance, if needed	Number of recommended revisions adopted
4-1-2: Review and revise the Ministry of Health's <i>Surveillance System on Gender-Based Violence</i> to insure that both domestic violence and other sexual offenses are recorded. Revise the list of those responsible to complete the forms, including Community Health Workers.	<u>Ministry of Health</u>  PAHO	Revisions to system by December 2011	Increased support for the system, depending on review  TBD	Technical assistance, if needed	Number of recommended revisions adopted  Number of institutions regularly submitting forms  Number of Community Health Workers submitting forms

Goal 4: It is possible to measure both the extent of gender-based violence in Belize and the effectiveness of strategies to respond to it.

Objective 4-2: A system to reassess the incidence, frequency and severity of gender-based violence is in place.

Indicators (effect): Available statistics on the incidence, frequency and severity of gender-based violence.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
4-2-1: Develop and implement an ongoing mechanism to measure the incidence, frequency and severity of gender-based violence in Belize.	<u>Statistical Institute of Belize.</u>	Mechanism established by January 2012  Ongoing use of mechanism	Depends on mechanism identified  TBD	Technical assistance in development of mechanism  TBD	Ongoing mechanism implemented

Goal 4: It is possible to measure both the extent of gender-based violence in Belize and the effectiveness of strategies to respond to it.

Objective 4-3: A method to assess the effectiveness of strategies to respond to gender-based violence is in place.

Indicators (effect): Available information on effectiveness of systems' response.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
4.3.1: Develop and implement a plan to monitor and evaluate the effects of the new Domestic Violence legislation.	<u>Attorney General</u> NGBVC	Finalize plan and implement by April 2011		Technical assistance to design and implement plan \$10,000	Availability of information on effect of legislation
4.3.2: Develop and implement a system to record complaints by victims advocates that minimum standards of response and care by specific systems are not being followed	<u>Women's Department</u> Shelters and other advocacy groups	Finalize system by March 2011 Ongoing		Technical assistance to design and implement plan \$5,000	Availability of information on survivor's experience with systems response
4.3.3: Complete the review of the <i>Sexual Harassment Act</i> and propose amendments to the act, if needed, and strategies for more effective implementation.	<u>Women's Department</u>	Complete review by June 2011			Number of recommendations implemented

## 6. The National Plan by Sector

### Sector 1: Police and the Ministry of National Security

Goal 1: There is zero-tolerance for gender-based violence in Belize.

Objective 1-1: Police response to survivors of gender-based violence is improved. Complaints concerning police response are reduced.

Indicators (effect): Number of domestic violence and sexual offenses cases reported to the police.

Number of complaints from advocates that minimum policing standards have not been followed.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
1-1-1: Develop and implement a comprehensive internal plan for improving police response to gender-based violence (including, but not restricted to, activities 1-1-2, 1-1-3, 1-1-4, 1-1-5, 1-1-6 and 1-1-7).	<u>Police Department</u>	Plan finalized by June 2011		Technical assistance in development of plan. \$5,000	Acceptance of plan at the highest level of the Police Department and Ministry of National Security  Number of activities in the plan that are successfully implemented
1-1-2: Review and revise existing police protocols for responding to both domestic violence and sexual offenses.	<u>Police Department</u>	By December 2010			Protocol available  Number of police posts actively using protocol
1-1-3: Review, expand and implement police recruit and in-service training programmes on gender awareness and gender-based violence, with particular attention to the effective collection of evidence in these cases.	<u>Police Department</u>	Implement by June 2011	Qualified trainers to deliver training  Other training expenses \$10,000	Technical assistance in development of expanded training programmes.  \$5,000	Time allocated to recruit training on gender awareness and gender-based violence  Number of in-service trainings, including those for senior officers.

1-1-4: Ensure that all officers (including senior officers) have basic training in the new Domestic Violence Act.	<u>Police Department</u>	Complete by June 2011		Training expenses \$6,000	Percentage of all officers who have received training
1-1-5: Establish a system of long-term specialist officers for responding to domestic violence, with a clear career path for those choosing to specialize in this area.	<u>Police Department</u>	Implement by June 2011	In-service training for specialist officers \$4,000		Number of police posts with a specialist officer with at least 2 years experience in DV
1-1-6: Establish a sexual offenses unit in the Criminal Investigations Branch, staffed with female officers.	<u>Police Department</u>	Implement by June 2011	In-service training for officers \$2,000		Number of trained CIB officers assigned to the sexual offenses unit
1-1-7: Conduct identification parades using one-way mirrors (including amendment of relevant laws).	<u>Police Department</u>	Implement by October 2011		Installation of appropriate facility. TBD	Number of police posts regularly using one-way mirror facilities in each post
1-1-8: Develop and implement a mandatory arrest policy to require arrest in any incident of domestic violence where there is reasonable evidence to do so.	<u>Police Department</u>	Policy by December 2011 Implement by June 2012			Policy is in place Proportion of domestic violence calls that result in arrest
1-1-9: Train officers in mandatory arrest policy.	<u>Police Department</u>	By December 2012		Training costs \$6,000	Proportion of police officers trained in policy

*Sector 1: Police and the Ministry of Police and Public Safety continued on following page.*

Goal 1: There is zero-tolerance for gender-based violence in Belize.

Objective 1-2: Prosecution of acts of gender-based violence is strengthened. Attrition in reported cases that go to trial and result in convictions is reduced by 50%

Indicators (effect): Number of criminal charges in cases of domestic violence.

Number of reported cases of sexual offenses that go to trial.

Number of reported cases of sexual offenses that go to trial within 12 months of charge.

Conviction rates in cases of domestic violence.

Conviction rates in sexual offenses.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
1-2-11: Establish a DNA laboratory with priority given to cases of sexual abuse of children and other sexual offenses.	<u>Ministry of Police and Public Safety</u>	Laboratory established by December 2012	Staffing and operational costs TBD	Set up costs of laboratory \$1 million	DNA evidence available for use in sexual offense cases
1-2-12: Pending establishment of the DNA laboratory, develop and implement criteria for the use of external DNA labs for testing in sexual offenses cases.	<u>Ministry of National Security</u>	Criteria established by April 2011	Cost of tests @ \$1,500/test \$15,000		Number of sexual offenses cases where DNA evidence is used

*Sector 1: Police and the Ministry of Police and Public Safety continued on following page.*

Goal 4: It is possible to measure both the extent of gender-based violence in Belize and the effectiveness of strategies to respond to it.

Objective 4-1: Systems designed to measure reported cases of gender-based violence capture all reported cases of both domestic violence and sexual offenses.

Indicators (effect): Gaps in existing police and Ministry of Health systems.

Activity	<u>Responsible;</u> Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
4-1-1: Review and revise the existing process for gathering the Police Department's <i>Gender-Based Violence Statistics Nationwide</i> (in particular, to insure consistent application of the system).	<u>Police Department</u>	Revisions to system and process by December 2011	Increased support for the system, depending on review  TBD	Technical assistance, if needed	Number of recommended revisions adopted

## Sector 2: Ministry of the Attorney General

Goal 1: There is zero-tolerance for gender-based violence in Belize.

Objective 1-1: Police response to survivors of gender-based violence is improved. Complaints concerning police response are reduced.

Indicators (effect): Number of domestic violence and sexual offenses cases reported to the police.

Number of complaints from advocates that minimum policing standards have not been followed.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
1-1-10: Conduct a public awareness campaign on the use of the Ombudsman's office for complaints concerning the response of police and other public sector systems to incidents of gender-based violence.	<u>Ombudsman</u>	Implement campaign July – December 2011	At least one more investigator with specific responsibility in this area.  \$20,000	Cost of media to promote campaign  \$ 5,000	Number of complaints related to gender-based violence received by the Ombudsman's office
1-1-11: Conduct a special investigation into the issues raised in the report <i>Strengthening State Accountability in the Policing and Prosecuting of Sexual Assault</i>	<u>Ombudsman</u>	Release results by July 2012		Consultant/ additional assistance in investigation  \$7,500	Report of investigation is available  Number of recommendations adopted by Police Department

Sector 2: Ministry of the Attorney General continued on following page.

Goal 1: There is zero-tolerance for gender-based violence in Belize.

Objective 1-2: Prosecution of acts of gender-based violence is strengthened. Attrition in reported cases that go to trial and result in convictions is reduced by 50%

Indicators (effect): Number of criminal charges in cases of domestic violence.

Number of reported cases of sexual offenses that go to trial.

Number of reported cases of sexual offenses that go to trial within 12 months of charge.

Conviction rates in cases of domestic violence.

Conviction rates in sexual offenses.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
1-2-1: Review and revise all laws relating to sexual offenses, including but not limited to activities 1.2.2 and 1.2.3).	<u>Attorney General</u>	Pass legislation by July 2012		Technical assistance if needed	New legislation is in place
1-2-2: Revise the definition of rape and indecent assault to create new offenses that better reflect the range of sexual assaults.	<u>Attorney General</u>	Pass legislation by July 2012		Technical assistance if needed	New legislation is in place
1-2-3: Incorporate the offense of marital rape into new definitions for rape and sexual assault to protect all spouses without conditions.	<u>Attorney General</u>	Pass legislation by July 2012		Technical assistance if needed	New legislation is in place
1-2-4: Insure the legal age of 16 years for marriage under any circumstances is well publicized.	<u>Attorney General</u>	By December 2011			Law enforcement, social services and the public know of this provision
1-2-5: Strengthen protection for underage victims of sexual abuse (including, but not limited to, activities 1.2.6 and 1.2.7).	<u>Attorney General</u>	Implement provisions by June 2011			Number of protective mechanisms in place for underage victims
1-2-6: Implement existing policy of providing screens in court for the protection of underage victims.	<u>Attorney General</u>	Implement policy by December 2011		Purchase of screens \$3,000	Number of jurisdictions where screens are used

1-2-7: Establish separate entrances for underage victims testifying in abuse cases.	<u>Attorney General</u>	Implement by December 2011		Construction if needed - TBD	Number of jurisdictions with separate entrances
1-2-8: Establish a dedicated Crown Counsel for the prosecution of sexual offenses, who is available to work on these cases in both Supreme Court and Magistrates' Court.	<u>Attorney General</u>	Position established by June 2011	At least one additional Crown Counsel \$40,000		Number of Crown Counsel dedicated to prosecution of Sexual Offenses
1-2-9: Develop and implement sensitization sessions for judges on sexual offenses, drawing on qualified and respected trainers from abroad.	<u>Attorney General</u>	By December 2011		Trainers' fees, transportation and expenses \$4,000	Number of training sessions for judges
1-2-10: Establish a committee of the DPP's office, police department, Department of Human Services, Hospital personnel, Women's Department, WIN-Belize to monitor progress on all sexual offense cases.	<u>Director of Public Prosecutions</u> Membership as listed	Ongoing/ committee in place by April 2011			Number of committee meetings Percentage of active cases monitored

*Sector 2: Ministry of the Attorney General continued on following page.*

Goal 1: There is zero-tolerance for gender-based violence in Belize.

Objective 1-3: Survivors of gender-based violence have access to justice, including adequate legal representation.

Indicators (effect): Percentage of survivors needing legal services who are able to access them.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
1-3-1: Establish a Family Court in each district.	<u>Attorney General</u> Director of Family Court	Courts established by December 2013	One additional magistrate, other staff and operating expenses for 5 districts - TBD	Costs of setting up courts TBD	Number of districts with family courts
1-3-2: Amend the Domestic Violence Act and other relevant legislation to authorize Family Court to deal with both civil matters and criminal matters dealt with as summary offenses relating to domestic violence <sup>17</sup> .	<u>Attorney General</u> Family Courts	By December 2011			Number of cases where civil and criminal matters are dealt with together
1-3-3: Conduct training for Clerks of Court in Domestic Violence Act.	<u>Attorney General</u>	By April 2012		Training \$2,000	
1-3-4: Increase the number of Family Court Magistrates in Belize City to at least 5.	<u>Attorney General</u> Director of Family Court	By April 2012	One additional magistrate \$40,000		Number of Magistrates in Belize City

*Sector 2: Ministry of the Attorney General continued on following page.*

<sup>17</sup> Until Family Courts are established in each district, civil and criminal matters should be dealt with in the same session of Magistrates' Court

1-3-5: Make Legal Aid available at no cost to survivors of domestic violence and increase the number of attorneys at the Belize City Legal Aid Office to at least 2 in recognition of the increased work load.	<u>Attorney General</u> Legal Aid	By April 2012	One additional attorney in Belize City \$40,000		Number of survivors of domestic violence who access Legal Aid in Belize city
1-3-6: Establish Legal Aid Offices in the districts.	<u>Attorney General</u>	By April 2013	Costs of legal counsel in districts TBD		Number of survivors of domestic violence who access Legal Aid in the districts

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-1: All survivors of gender-based violence have access to adequate health services delivered in a supportive, respectful and confidential manner.

Indicators (effect): Number of complaints from advocates that minimum standards of care have not been provided.

Proportion of survivors of rape, sexual assault and sexual abuse who receive appropriate care, including emergency contraception and prophylactic intervention for HIV.

Activity	<u>Responsible;</u> Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
2-1-9: Investigate and implement ways to facilitate evidence given by medical personnel	<u>Solicitor General</u>	By April 2011			Enhanced medical testimony

*Sector 2: Ministry of the Attorney General continued on following page*

Goal 4: It is possible to measure both the extent of gender-based violence in Belize and the effectiveness of strategies to respond to it.

Objective 4-3: A method to assess the effectiveness of strategies to respond to gender-based violence is in place.

Indicators (effect): Available information on effectiveness of systems' response.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
4.3.1: Develop and implement a plan to monitor and evaluate the effects of the new Domestic Violence legislation.	<u>Attorney General</u> NGBVC	Finalize plan and implement by April 2011		Technical assistance to design and implement plan \$10,000	Availability of information on effect of legislation

### Sector 3: Ministry of Health

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-1: All survivors of gender-based violence have access to adequate health services delivered in a supportive, respectful and confidential manner.

Indicators (effect): Number of complaints from advocates that minimum standards of care have not been provided.

Proportion of survivors of rape, sexual assault and sexual abuse who receive appropriate care, including emergency contraception and prophylactic intervention for HIV.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-1-1: Review and revise protocols on gender-based violence and implement in all hospitals and clinic and train all health care workers in these facilities in the use of the protocol.	<u>Ministry of Health</u>	New protocols July 2011  Implement by January 2012		Technical assistance  Printing protocol \$15,000  Training \$4,000	Number of hospitals using protocol
2-1-2: Develop and implement annual in-service training on gender-based violence for health care workers, including developing an understanding of how the issue affects themselves and their patients.	<u>Ministry of Health</u>	June 2012	Annual in-service training \$4,000		Number of health care institutions implementing at least 8 hours of gender-based violence training annually
2-1-3: Complete and print the popular version of the Ministry of Health's Complaints Policy.	<u>Ministry of Health</u>	By March 2011		Printing \$2,000	Information is available in popular form.

*Sector 3: Ministry of Health continued on following page.*

2-1-4: Amend the Ministry of Health's Complaints Form to allow complaints in cases of gender based violence to be tracked.	<u>Ministry of Health</u>	By March 2011			Information is available on gender based violence complaints
2-1-5: Disseminate information on the Ministry of Health's Complaints Policy to all agencies working with survivors of gender-based violence.	<u>Ministry of Health</u> NGBVC	By March 2011			Number of agencies familiar with Complaints Policy
2-1-6: Implement a system in all hospitals and clinics for providing emergency contraception and prophylactic treatment for HIV for all victims of sexual abuse/sexual assault.	<u>Ministry of Health</u>	By January 2011	Cost of kits \$10,000 (possible in-kind contributions may be used)		Percentage of victims of gender-based violence receiving appropriate treatment
2-1-7: Institute a social worker in each hospital. Increase the number of social workers at the KHHM to 2.	<u>Ministry of Health</u>	By April 2013	Seven additional social workers \$190,000		Number of social workers in Belize hospitals.
2-1-8: Strengthen a system of doctors permanently resident in Belize who specialize in gathering evidence and giving testimony in cases of sexual abuse and other sexual offenses, and provide training for these doctors.	<u>Ministry of Health</u>	By April 2013	Annual training costs \$2,000 Supplies for forensic evidence \$3,000		Proportion of cases where evidence is gathered by specialist doctors

*Sector 3: Ministry of Health continued on following page.*

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-4: Rural women who are victims of gender-based violence have access to justice and support.

Indicators (effect): Number of rural women who report incidents of gender-based violence by district.

Activity	<u>Responsible;</u> Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-4-2: Enhance the ability of Community Health Workers in rural villages to respond to gender-based violence, including a training programme for CHWs.	<u>Ministry of Health</u>	By June 2011	Annual training costs \$6,000		Number of Community Health Workers trained
2-4-3: Provide emergency assistance for victims of violence who need transportation to safety and/or medical services through the Community Health Workers	<u>Ministry of Health</u> Ministry of Human Development	By June 2011	Financial assistance/ transportation \$7,000		Number of victims who access emergency assistance through Community Health Workers

*Sector 3: Ministry of Health continued on following page.*

Goal 4: It is possible to measure both the extent of gender-based violence in Belize and the effectiveness of strategies to respond to it.

Objective 4-1: Systems designed to measure reported cases of gender-based violence capture all reported cases of both domestic violence and sexual offenses.

Indicators (effect): Gaps in existing police and Ministry of Health systems.

Activity	<u>Responsible;</u> Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
4-1-2: Review and revise the Ministry of Health's <i>Surveillance System on Gender-Based Violence</i> to insure that both domestic violence and other sexual offenses are recorded. Revise the list of those responsible to complete the forms, including Community Health Workers.	<u>Ministry of Health</u> PAHO	Revisions to system by December 2011	Increased support for the system, depending on review  TBD	Technical assistance, if needed	Number of recommended revisions adopted  Number of institutions regularly submitting forms  Number of Community Health Workers submitting forms

**Sector 4: Ministry of Human Development/Department of Human Services**

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-2: All survivors of gender-based violence have access to adequate support and advocacy services.

Indicators (effect): Number of women accessing community-based shelters and crisis services by district.

Proportion of reported cases of sexual abuse of children that do not proceed due to the unwillingness of the victim to continue.

Proportion of cases of sexual offenses against adults that do not proceed due to the unwillingness of the victim to continue.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-2-4: Hire one additional social worker in each district to provide adequate support and advocacy for survivors of child sexual abuse.	<u>Ministry of Human Development</u> Department of Human Services	By April 2013	Six additional social workers \$145,000		Number of districts with at least 2 social workers
2-2-5: Develop criteria for the maximum caseload for social workers and, if necessary, recommend hiring additional social workers in 2013.	<u>Ministry of Human Development/</u> Department of Human Services	By September 2013			Criteria established and endorsed by government
2-2-6: Appoint a specific liaison person within the Department of Human Services to improve the relationship with schools in their response to sexual abuse.	<u>Ministry of Human Development/</u> <u>Department of Human Services</u>  School managements	By April 2011			Existence of liaison person  Number of contacts between schools and liaison person

*Sector 4: Ministry of Human Development/Department of Human Services continued on following page.*

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-3: All victims of domestic violence in crisis have access to adequate shelter and financial support.

Indicators (effect): Number of women and children accessing shelters.  
 Number of women and children accessing emergency financial support.

Activity	<u>Responsible;</u> Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-3-1: Develop and implement a mechanism for providing adequate emergency financial assistance to victims of domestic violence through an appropriate community based agency.	<u>Ministry of Human Development</u>	System in place by January 2012	Financial assistance \$30,000		Amount of emergency financial assistance available, by district.

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-4: Rural women who are victims of gender-based violence have access to justice and support.

Indicators (effect): Number of rural women who report incidents of gender-based violence.

Activity	<u>Responsible;</u> Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-4-3: Provide emergency assistance for victims of violence who need transportation to safety and/or medical services through the Community Health Workers	<u>Ministry of Health</u> Ministry of Human Development	By June 2011	Financial assistance/ transportation \$7,000		Number of victims who access emergency assistance through Community Health Workers

**Sector 5: Ministry of Human Development/Women's Department**

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-4: Rural women who are victims of gender-based violence have access to justice and support.

Indicators (effect): Number of rural women who report incidents of gender-based violence by district.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-4-1: Hire one additional Women's Development Officer in each district, with specific responsibility for outreach to rural areas.	<u>Women's Department</u>	By April 2012	Six additional WDOs \$145,000		Number of districts with a WDO responsible for rural outreach
2-4-4: Develop and implement a training programme on gender awareness and the Domestic Violence Act for alcaldes and village chairmen in Maya villages.	<u>Women's Department</u> Chief Magistrate	By June 2011	Annual training costs \$4,000		Number of alcaldes and village chairmen trained

*Sector 5: Ministry of Human Development/Women's Department continued on following page.*

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-5: There is strong cross-sector collaboration in responding to survivors of gender-based violence.

Indicators (effect): Number of activities in the National Gender-based Violence Plan of Action that are successfully implemented.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-5-1: Review and revise the membership and mandate of the National Gender-Based Violence Committee (NGBVC)	<u>Women's Department</u> NGBVC	Review by February 2011  Ongoing, quarterly meetings		One-day retreat for Committee (expenses and facilitator)  \$1,500	Number of committee meetings
2.5.2: Review the membership of the District Gender-Based Violence Committees and strengthen monthly cross-sectoral meetings in each district to do problem solving on effective response to incidents of gender-based violence.	<u>Women's Department</u> Sectoral representatives	Review by April 2011  Ongoing, monthly meetings			Number of participants who report that the meetings support improved response to incidents of gender-based violence
2-5-3: Strengthen the Gender Integration Committee and Ministry Focal Points	<u>Women's Department</u>	Ongoing		Capacity building of Committee/ Focal Points  \$12,000	Number of Ministries with functioning Focal Points
2.5.4: Approach the National AIDS Commission to include women who are victims of violence as a highly at-risk population and to develop appropriate strategies to address the link between violence against women and HIV/AIDS.	<u>Women's Department</u> National AIDS Commission	By June 2011, with ongoing contact			Actions of the National AIDS Commission that address the link between gender-based violence and HIV/AIDS

Sector 5: Ministry of Human Development/Women's Department continued on following page.

Goal 3: Gender-based violence in Belize is reduced, and ultimately eliminated.

Objective 3-1: Recidivism by perpetrators of gender-based violence is reduced by 30%.

Indicators (effect): Recidivism rates of offenders.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
3-1-1 Evaluate the current Batterers' Intervention Programme and revise the programme based on that evaluation if necessary.	<u>Women's Department</u>	Evaluation system in place by February 2011  Evaluation and results complete by December 2012		Initial evaluation to be conducted by UNIFEM	Improvements to Batterers' Intervention Programme based on evaluation results
3-1-2: Obtain long-term commitment from cabinet to continue financial support for the Batterers' Intervention Programme after the pilot project.	<u>Women's Department</u>	By April 2011	Cost of programme – 2 16 week cycles per year  \$35,000		Number of offenders who complete the programme annually.

*Sector 5: Ministry of Human Development/Women's Department continued on following page.*

Goal 3: Gender-based violence in Belize is reduced, and eventually eliminated.

Objective 3-2: There is greater public understanding of the roots of gender-based violence.

Indicators (effect): Changes in media response to gender-based violence.

Number of individuals, groups or organizations taking a public position that reflects an understanding of the roots of gender-based violence.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
3-2-2: Conduct a public awareness campaign on rape and sexual assault, including an analysis of the roots of this violence as well as practical information for survivors.	<u>Women's Department</u>	Implement campaign January – June 2012		Campaign costs, technical assistance \$10,000	Frequency of message through media Number of public education materials/ events
3-2-3: Integrate activities to promote understanding of the roots of gender-based violence into the 16 days of activism campaigns	<u>Women's Department</u> WIN-Belize	November 2011 and subsequent campaigns	Depending on activities TBD		Number of activities addressing the roots of gender-based violence
3-2-4: Identify one or more academics or researchers with an interest in research/analysis on gender-based violence for inclusion on the National Committee.	<u>Women's Department</u>	Include in committee by April 2011			Number of academics on the committee pursuing projects in the area of gender-based violence
3-2-5: Analyze the impact of the media's treatment of women on attitudes and practices related to gender-based violence.	<u>Women's Department</u>	Study completed by June 2013		Consultant and other expenses for study \$20,000	Availability of study Number of recommendations implemented

Sector 5: Ministry of Human Development/Women's Department continued on following page.

Goal 3: Gender-based violence is reduced, and eventually eliminated.

Objective 3-3: Men take greater responsibility for understanding the roots of gender-based violence and take action based on that understanding.

Indicators (effect): Number of groups and programmes for men that adopt an approach based on the definition and guiding principles of the action plan.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
3-3-1: Hold a symposium for men on masculinity and gender-based violence, including resource people who have developed groups in CA and/or the Caribbean.	<u>Women's Department</u>	Symposium in February 2012		Venue, etc, speakers fees, transportation \$8,000	Number of participants in symposium
3-3-2: Support the establishment of a men's group addressing issues of masculinity and gender-based violence.	<u>Women's Department</u>	Group established March 2012	Depends on activities of group TBD		Number of men's groups adopting the definition and guiding principles of the action plan

*Sector 5: Ministry of Human Development/Women's Department continued on following page.*

Goal 4: It is possible to measure both the extent of gender-based violence in Belize and the effectiveness of strategies to respond to it.

Objective 4-3: A method to assess the effectiveness of strategies to respond to gender-based violence is in place.

Indicators (effect): Available information on effectiveness of systems' response.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
4.3.1: Develop and implement a plan to monitor and evaluate the effects of the new Domestic Violence legislation.	<u>Attorney General</u> NGBVC (chaired by Women's Department)	Finalize plan and implement by April 2011		Technical assistance to design and implement plan \$10,000	Availability of information on effect of legislation
4.3.2: Develop and implement a system to record complaints by victims advocates that minimum standards of response and care by specific systems are not being followed	<u>Women's Department</u> Shelters and other advocacy groups	Finalize system by March 2011 Ongoing		Technical assistance to design and implement plan \$5,000	Availability of information on survivor's experience with systems response
4.3.3: Complete the review of the <i>Sexual Harassment Act</i> and propose amendments to the act, if needed, and strategies for more effective implementation.	<u>Women's Department</u>	Complete review by June 2011			Number of recommendations implemented

## Sector 6: Ministry of Education

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-2: All survivors of gender-based violence have access to adequate support and advocacy services.

Indicators (effect): Number of women accessing community-based shelters and crisis services by district.

Proportion of reported cases of sexual abuse of children that do not proceed due to the unwillingness of the victim to continue.

Proportion of cases of sexual offenses against adults that do not proceed due to the unwillingness of the victim to continue.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-2-6: Appoint a specific liaison person within the Department of Human Services to improve the relationship with schools in their response to sexual abuse.	<u>Ministry of Human Development/ Department of Human Services</u>  School managements	By April 2011			Existence of liaison person  Number of contacts between schools and liaison person
2-2-7: Implement in-service training for teachers on legislation and obligations on sexual abuse.	<u>Ministry of Education</u>	September 2012		Training costs \$6,000	Number of teachers trained
2-2-8: Incorporate training in basic counseling skills into teacher training programmes.	<u>Ministry of Education</u>	September 2012		Technical assistance \$10,000	Number of trainee teachers receiving counseling training
2-2-9: Insure that a counselor trained in the identification and response to all forms of abuse, including sexual abuse, is available in each school.	<u>Ministry of Education</u>  School managements	Plan in place by September 2012	Full- or part-time counselors available for each school  TBD: Cost to be assessed by each school management		Proportion of schools with access to a trained counselor

*Sector 6: Ministry of Education continued on following page.*

Goal 3: Gender-based violence in Belize is reduced, and eventually eliminated.

Objective 3-2: There is greater public understanding of the roots of gender-based violence.

Indicators (effect): Changes in media response to gender-based violence.

Number of individuals, groups or organizations taking a public position that reflects an understanding of the roots of gender-based violence.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
3-2-7: Appoint and train specialist teachers to attend different schools and teach matters relating to sex and sexuality, violence against women and children and related matters in the context of the HFLE curriculum.	<u>Ministry of Education</u>  School managements	September 2013	Specialist teachers within each school management  TBD		Number of school managements with specialist teachers  Proportion of schools with access to a specialist teacher, by management and district

**Sector 7: Other Ministries (Finance and Public Service)**

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-2: All survivors of gender-based violence have access to adequate support and advocacy services.

Indicators (effect): Number of women accessing community-based shelters and crisis services by district.  
 Proportion of reported cases of sexual abuse of children that do not proceed due to the unwillingness of the victim to continue.  
 Proportion of cases of sexual offenses against adults that do not proceed due to the unwillingness of the victim to continue.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-2-3: Develop and implement a mechanism for providing secure, ongoing financial support for community-based services, including identifying additional sources of revenue for subventions if needed.	<u>Ministry of Finance</u> WIN-Belize Sub-Network	Mechanism in place by budget year 2012-2013	Regular subventions for community-based services - TBD		Number of services receiving subventions Total amount of subventions
2-2-10: Review and amend public service regulations to strengthen sanctions for breach of confidentiality and other abuses of power.	<u>Ministry of the Public Service</u>	By June 2012			Clear and usable sanctions for breach of confidentiality and abuse of power in the public sector.

**Sector 8: The Statistical Institute of Belize**

Goal 4: It is possible to measure both the extent of gender-based violence in Belize and the effectiveness of strategies to respond to it.

Objective 4-2: A system to reassess the incidence, frequency and severity of gender-based violence is in place.

Indicators (effect): Available statistics on the incidence, frequency and severity of gender-based violence.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
4-2-1: Develop and implement an ongoing mechanism to measure the incidence, frequency and severity of gender-based violence in Belize.	<u>Statistical Institute of Belize.</u>	Mechanism established by January 2012  Ongoing use of mechanism	Depends on mechanism identified  TBD	Technical assistance in development of mechanism  TBD	Ongoing mechanism implemented

## Sector 9: Civil Society Organizations

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-2: All survivors of gender-based violence have access to adequate support and advocacy services.

Indicators (effect): Number of women accessing community-based shelters and crisis services by district.

Proportion of reported cases of sexual abuse of children that do not proceed due to the unwillingness of the victim to continue.

Proportion of cases of sexual offenses against adults that do not proceed due to the unwillingness of the victim to continue.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-2-1: Support the creation of a WIN-Belize Sub-Network on Violence Against Women to develop and sustain countrywide services and advocacy.	<u>WIN-Belize</u> Existing shelters and organizations working with survivors	Establish by September 2011		Facilitator/ Consultant \$5,000 Travel and expenses \$1,500	Number of sub-network meetings Number of participants who believe that the process is strengthening
2-2-2: Assess the need for community based services for survivors of gender-based violence and support the expansion of existing services and the establishment of new services where they do not exist.	<u>WIN-Belize</u> (through the Sub-Network)	Assess and develop plan by January 2012	Programme Officer (GBV) \$24,000 Resources for individual services - TBD	Consultant to support the development of the plan \$10,000 Travel and expenses \$2,000	Number of districts with community based services for survivors of gender-based violence Number of shelter spaces available
2-2-3: Develop and implement a mechanism for providing secure, ongoing financial support for community-based services, including identifying additional sources of revenue for subventions if needed.	<u>Ministry of Finance</u> WIN-Belize Sub-Network	Mechanism in place by budget year 2012-3	Regular subventions for community-based services - TBD		Number of services receiving subventions Total amount of subventions

Sector 9: Civil Society Organizations continued on following page.

Goal 2: Survivors of gender-based violence in both urban and rural areas are provided with adequate services and support.

Objective 2-3: All victims of domestic violence in crisis have access to adequate shelter and financial support.

Indicators (effect): Number of women and children accessing shelters.

Number of women and children accessing emergency financial support.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicators
			Recurrent	Short Term	
2-3-2: Ensure that women in all parts of Belize have access to emergency shelter (through Activity 2.2.2.)	<u>WIN-Belize</u> (through the proposed Sub-Network on Violence Against Women)	December 2013	Budgets to be developed; regular government subvention assured		Number of shelter spaces available, by district

*Sector 9: Civil Society Organizations continued on following page.*

Goal 3: Gender-based violence in Belize is reduced, and eventually eliminated.

Objective 3-2: There is greater public understanding of the roots of gender-based violence.

Indicators (effect): Changes in media response to gender-based violence.

Number of individuals, groups or organizations taking a public position that reflects an understanding of the roots of gender-based violence.

Activity	Responsible; Others involved	Time Frame	Resources Required		Output Indicator
			Recurrent	Short Term	
3-2-1: Hold a symposium on the roots of gender-based violence, including international participation.	<u>WIN-Belize</u>	Symposium June 2011		Expenses, speakers fees, transportation \$12,000	Number of participants in symposium
3-2-6: Develop materials to raise awareness among young people on the roots of gender-based violence.	<u>Youth Enhancement Services</u>	Materials available by January 2012		Design of materials; production and printing costs \$8,000	Number of schools and community programmes using the materials.

## 7. Monitoring and Evaluation Plan

Activity	Responsible/Others Involved	Time Frame	Resources	
			Recurrent	Short Term
M & E 1: Assign Gender Focal Points in relevant sectors with responsibility to oversee implementation of the plan within that sector.	<u>Women's Department</u> Gender Focal Points in relevant sectors	By March 2011		
M & E 2: Review availability of necessary information for indicators and establish method for gathering and reporting data.	<u>NGBVC<sup>18</sup></u> GBV Subcommittee of the Gender Integration Committee (Focal Points from M & E 1) WIN-Belize	By June 2011		
M & E 3: Compile data for baseline purposes.	<u>Relevant Sector Focal Points</u>	July– December 2011		
M & E 4: Meetings of public sector Focal Points to monitor implementation of sectoral plans and submit data collected from each sector.	<u>GBV Subcommittee of the Gender Integration Committee</u>	Monthly through 2011; Quarterly 2012-2013	Meeting expenses \$2,400	
M & E 5: Monitoring of civil society activities	<u>WIN-Belize</u>	Ongoing		
M & E 6: Reports on implementation of sectoral plans	<u>Women's Department</u> <u>WIN-Belize</u>	Quarterly at NCGBV meetings		
M & E 7: Annual evaluation of progress on plan	<u>NGBVC</u>	December 2011 December 2012 December 2013	Consultant \$5,000	
M & E 8: Evaluation of 4 year plan with recommendations for the following plan	<u>NGBVC</u>	November – December 2013		Consultant \$10,000

<sup>18</sup> NGBVC – National Gender-Based Violence Committee



Working for Women's  
Empowerment and  
Gender Equality



THE BELIZE NATIONAL GENDER-BASED VIOLENCE PLAN OF ACTION 2010-2013  
WAS APPROVED BY CABINET ON JUNE 15, 2010.

THE PLAN WAS DEVELOPED UNDER THE WOMEN'S DEPARTMENT IN  
THE MINISTRY OF HUMAN DEVELOPMENT AND SOCIAL TRANSFORMATION  
THROUGH FUNDING FROM  
THE UNITED NATIONS DEVELOPMENT FUND FOR WOMEN AND ASSISTANCE FROM  
THE UNITED NATIONS POPULATION FUND.